

## **9142B F.a.1) SWA JOB ORDER**

### **ONE: Employer Name and Contact Information**

Business Name: Toy Factory, LLC.

Physical Address: 1235 Gembler Road, San Antonio, TX 78219

Mailing Address: 1235 Gembler Road, San Antonio, TX 78219

FEIN: XXXXXXXXXX

Employer Job Phone Number: 210-662-4888 extension 7669

Employer Job Email: [hr@thetoyfactory.biz](mailto:hr@thetoyfactory.biz)

Employer Job Web Portal: <http://thetoyfactory.biz/job-opportunities.html>

### **TWO: This job opportunity is a temporary, full-time, peak load, position**

Number of job openings to be filled: 30

### **THREE: Job Opportunity**

Job Title: Team Assemblers (51-2092.00)

Duties: Work as part of a team having responsibility for assembling and packaging stuffed toys and novelties.

Team assemblers may properly fill stuffing material into outer shell (toy skin piece) through the existing filling hole; and/or receiving filled plush toy as it is sent down a conveyor belt assembly line system, inspecting and closing the toy at filling hole area; and/or receive, inspect, prepare shipping cartons, pack items and label cartons and/or bags make ready for customer orders. May work as a team leader, may during quality check make a decision to send a defective product back for refilling.

Maintain personal work area clean and clear of any hazards, notify supervisor of any hazards, may be required to operate power tools or equipment on the production line.

Minimum Education Required: *None.*

Minimum Experience Required: *None.*

Work Hours & Days: *Work schedule typically 40 H/W Mon-Fri, 8:00AM to 5:00 PM. Overtime hours may be offered and available to workers depending on production.*

Anticipated Start Date of Job Opportunity: December 23, 2021

Anticipated End Date of Job Opportunity: July 31, 2022

Physical requirements: The employee is regularly required to stand, bend, squat, sit, walk for periods of time. Use hands to handle, manipulate, or feel product. Must be able to move/lift up to 50 pounds unassisted.

Other requirements: Post-employment random drug testing and background checks may be required, at no cost to the worker. The job requires the applicant to be qualified, ready, willing, able, and available to perform during the entire employment period at the designated worksite; and to follow workplace rules.

**FOUR: Geographic Area of Intended Employment:**

Work only within the San Antonio-New Braunfels MSA.

**FIVE: Wage that the employer is offering:**

Employer will pay the prevailing hourly wage as follows: \$13.98, \$20.97 OT

*Merit increases and/or bonuses may be awarded at employer discretion.*

**(The wage offer will equal or exceed the highest of the prevailing wage or the Federal, State or Local minimum wage in effect during employment).**

**SIX: Overtime:**

*Overtime hours may be offered and available to workers depending on production. Overtime, calculated and paid as per applicable regulations.*

**SEVEN: On the Job Training?**

*On-the-job training will be provided*

**EIGHT: Wage Computation.**

The employer will use a single workweek as its standard for computing wages due.

**NINE: Pay Frequency:**

Paid bi-weekly. A single workweek will be used to compute wages due. All deductions from the worker's paycheck required by law will be made.

Work tools, supplies and equipment will be provided at no extra cost

**TEN: Board, Lodging, other facilities, including fringe benefits.**

Employer will assist in securing affordable housing for all workers who do not maintain a residence within normal commuting distance of the worksite.

Housing will be on an optional basis. Workers may also secure their own housing. If workers opt in for the available housing, it will be provided at no cost to the workers.

**ELEVEN: Deductions from Pay:**

*Employer will make all deductions from the worker's paycheck required by law. In addition, the employer intends to make the following deductions from the worker's paycheck which are not required by law: NONE*

**TWELVE: Initial transportation and subsistence.**

*If the worker completes 50% of the work contract period, employer will, consistent with applicable regulatory requirements, arrange and pay directly for transportation and subsistence. Daily subsistence will be provided either at a rate of \$14.00 per day during travel without receipts to a maximum of \$55.00 per day with receipts or the applicable USDOL mandated fee in effect on the date of travel.*

**THIRTEEN: Return transportation and subsistence.**

*Workers will be provided with or reimbursed for outbound transportation and subsistence consistent with applicable regulatory requirements if the employee completes the period of employment or is dismissed from employment before the end of the period of employment. If transportation is provided, it will be by common carrier land or air conveyance at the option of the employer. Daily subsistence will be provided either at a rate of \$14.00 per day during travel without receipts to a maximum of \$55.00 per day with receipts or the applicable USDOL mandated fee in effect on the date of travel.*

**FOURTEEN: Daily Transportation to and from Worksite.**

*If employee housing is not onsite at the worksite, employer will provide daily transportation to and from housing to the worksite at no cost to the worker.*

**FIFTEEN: Reimbursement to H-2B worker of visa and other related fees.**

*H-2B workers will be reimbursed in the first workweek for all visa, visa processing, border crossing, and other related fees, including those mandated by the government (excluding passport fees).*

**SIXTEEN: Tools, Supplies and Equipment**

*The employer will provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned.*

**SEVENTEEN: Application Instructions.**

Please inquire about the job opportunity or send applications, indications of availability, and/or resumes directly to the nearest local office of the Texas Workforce Commission. Workforce Solutions Alamo-East Houston. 4535 E. Houston, San Antonio, TX 78220, phone: 210-581-0190, fax: 210-581-0191 (found at: <http://www.twc.state.tx.us/jobseekers>), refer to Job Order Number: PENDING

**EIGHTEEN:**

This job order, including its wage and working terms and conditions, is contingent upon prevailing legal interpretations of federal H-2B immigration and FLSA employment law, including Department of Labor and Department of Homeland Security regulations. If any such prevailing law is rescinded, superseded, vacated, or substantially modified, then any affected portion of this job order will be similarly modified.